

Timothy BARTON
U.S. Application No.: 09/893,494
Atty. Docket No.: 36642-173592
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REMARKS

Applicant respectfully asserts that ***no new matter*** has been added to the application with this submission. Applicant also requests an early action on the merits.

Respectfully submitted,

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Date Filed: August 14, 2001

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Enclosure:
Substitute Claims 1-10

MARKED UP VERSION

WHAT IS CLAIMED IS:

- 1 1. A method for providing an online end to end talent acquisition process for
2 managing a client search for a candidate comprising:
 - 3 (a) facilitating creation of a job requisition for a new job and storing said new
4 job in a job database;
 - 5 (b) receiving and storing in said job database a description of said new job of
6 said job requisition including at least one of an industry, a job function and a job ~~title~~position;
 - 7 (c) defining a desired candidate for said new job;
 - 8 (d) receiving and executing a cross industry comparable level search query of
9 a plurality of internal candidates for said desired candidate and returning internal candidates;
 - 10 (e) receiving and executing a cross industry comparable level search query of
11 a plurality of external candidates for said desired candidate and returning external candidates;
 - 12 (f) facilitating screening said internal and external candidates;
 - 13 (g) facilitating managing selection of at least one of said candidates;
 - 14 (h) facilitating managing an offer and a hire of said at least one of said
15 internal and external candidates; and
 - 16 (i) facilitating managing an on-board process.
- 1 2. A method for providing an online end to end job search and career management
2 process for managing a job search for a candidate comprising:
 - 3 (a) facilitating performance of an receiving and storing results of a self
4 assessment of a candidate, in a candidate database;
 - 5 (b) facilitating building a resume for said candidate including receiving and
6 storing a ~~position~~ job experience including at least one job of said candidate in said candidate

7 database including for said position at least one of: an industry of said positionjob, a job
8 function of said positionjob, and a job titleposition of said positionjob;

9 (c) facilitating preparing a cover sheet for said resume;

10 (d) facilitating researching about clients and a desired job

11 (e) facilitating networking for said candidate with said client for said desired
12 job;

13 (f) facilitating receiving a cross industry comparable level search query and
14 searching said candidate database for said desired job and presenting search results including
15 resulting jobs;

16 (g) facilitating of and selection of at least one desirable job resulting scoring
17 said job;

18 (h) facilitating interviewing for said at least one desirable job;

19 (i) facilitating preparing and sending a thank you letter after an interview for
20 said desirable job;

21 (j) facilitating evaluating an offer for said desirable job;

22 (k) facilitating resigning from a prior position; and

23 (l) facilitating managing an on-boarding process.

1 3. A system for managing end-to-end an employment recruiting process comprising:
2 a network;
3 at least one web server coupled to said network;
4 a candidate database;
5 a client database; and
6 at least one application server coupled to said web server,
7 wherein said at least one application server comprises:

a database management system operative to manage said candidate and client databases, and

a career management application operative to manage at least one of a candidate job search and a client talent acquisition process from end-to-end.

1 4. The system according to claim 3, wherein said career management application
2 comprises at least one of:

a revenue model including pay for performance;

live consultants accessible online to manage the career recruiting process;

5 an application service provider (ASP) offering operative to provide end to end
6 human resource outsourcing application services to client human resources departments; and
7 cross-industry comparable level search capabilities for candidates and clients.

1 5. A method for managing a candidate-selected candidate profile database
2 comprising:

3 receiving candidate resumes having candidate selected job experience information
4 including

selecting at least one of:

an industry from a plurality of a predefined industries,

a job function from a plurality of predefined job functions of said industry, and

a job position from a plurality of predefined job positions.

1 6. The method according to claim 5, further comprising receiving comparable cross-
2 industry search queries for candidates resumes meeting comparable cross-industry criteria.

1 7. The method according to claim 6, wherein said comparable cross-industry search
2 queries are by at least one of

3 said industry from a plurality of said predefined industries,

4 said job function from said plurality of predefined job functions of said industry,
5 and

6 said job position from a plurality of said predefined job positions.

1 8. A computer program product embodied on a computer readable medium with
2 computer program logic stored thereon, said computer program logic for managing a
3 candidate-selected candidate profile database comprising:

4 means for enabling a computer to receive candidate resumes having candidate
5 selected job experience information including:

6 means for enabling the computer to select at least one of:

7 an industry from a plurality of a predefined industries,

8 a job function from a plurality of predefined job functions of said
9 industry, and

10 a job position from a plurality of predefined job positions.

1 9. The computer program product according to claim 8, further comprising:

2 means for enabling the computer to receive comparable cross-industry
3 criteria.

1 10. The computer program product according to claim 9, wherein said comparable
2 cross-industry search queries are indexed by at least one of

3 said industry from a plurality of said predefined industries,

4 said job function from said plurality of predefined job functions of said industry,
5 and

6 said job position from a plurality of said predefined job positions.